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A PSYCHOLOGICAL STUDY OF THE APPROACH OF THE YOUNG GENERATION IN THE ADOPTION OF ARTIFICIAL INTELLIGENCE IN MANAGEMENT

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ABSTRACT

Technological developments in society, especially the continued digitization of the economy, will have a major impact on the labor market and the functioning of managers. The use of artificial intelligence and robotics systems presents enormous opportunities and risks of change and even the disappearance of certain occupations. The ability to redesign management systems in response to new opportunities and challenges will be a key factor in adapting organizations to new conditions for the benefit of workers, employers, and society. The study includes an analysis of trends in the use of artificial intelligence and its impact on the job market and manager profiles. It also highlights the opportunities that AI presents to businesses and employees, and the major challenges in implementing his in organizational management systems.

Keywords*: Young generation, Interest, Artificial Intelligence, AI, Approach, Management*

I. INTRODUCTION

Today everything is moving around machines. A small work to big work are done through machines, these machines are going towards automation[1]. Robots are the first thing that comes to mind when you hear the word artificial intelligence. That's because big-budget movies and novels weave tales of human-like machines wreaking havoc on Earth. But nothing is far from the truth.[2,3].

The foundation of artificial intelligence is the idea that human intelligence can be easily mimicked and described in a way that allows machines to mimic and carry out tasks of all levels[4-7]. One of the goals of artificial intelligence is to mimic human cognitive activity. Researchers and developers in this field have made amazingly rapid progress in mimicking activities such as learning, thinking, and cognition, as long as they can be specifically defined. Some believe that innovators may soon be able to design systems that transcend the human ability to learn and reason about subjects. But some are skeptical because the underlying value judgments of human experience permeate all cognitive activity. The first artificial intelligence criteria are becoming outdated as technology develops.

For instance, computers that perform simple math operations or use optical character recognition to identify text are no longer regarded as examples of artificial-intelligence.

This capability is now taken for granted as a function of computers.

Today's development of deep machine learning technology has led to global automation in various fields, enabling more and more intelligent machines to perform non-standard tasks [8]. This trend leads to legitimate concerns about the complete replacement of humans by intelligent mechanical systems in various industries and occupations. Not only does artificial intelligence offer great opportunities for value creation, it also presents executives with complex tasks. They need to revisit the basic operating principles they have adhered to, focusing on full human-artificial intelligence cooperation. Organizations must adapt their training systems and strategies to attract talent who can focus on tasks that require evaluative judgment, such as collaboration, creativity, and experimentation [9,10].

AI is constantly evolving to benefit various industries. A multidisciplinary method based on computer science, psychology, linguistics, mathematics, and other fields is used to wire machines.

II. ARTIFICIAL INTELLIGENCE – DEFINITION AND FUNCTIONS

Definition

Artificial intelligence is the simulation of human intelligence processes by machines, especially computer systems. Specific applications of AI include expert systems, natural language processing, speech recognition, and computer vision.

Working Mechanism of Artificial Intelligence

AI accelerates; vendors are scrambling to encourage the use of AI in their products and services. Often what they call AI is just a component of AI such as machine learning. AI requires a dedicated hardware and software foundation to write and train machine learning algorithms. No programming language is synonymous with AI, but several languages such as Python, R, and Java are popular.

In general, AI systems take large amounts of labeled training data, analyze the data for correlations and patterns, and use those patterns to predict future states. In this way, chat bots fed with text chat examples can learn to create realistic interactions with humans, and image recognition tools can go through millions of examples to identify objects in images and learn to explain.

AI programming focuses on his three cognitive skills: learning, reasoning, and self-correction.

Learning process. This aspect of AI programming focuses on collecting data and creating rules on how to transform that data into actionable information. Rules, called algorithms, give computing devices step-by-step instructions on how to perform a particular task**.**

III. OBJECTIVES OF STUDY

To study the psychological readiness of young generation in adoption of Artificial Intelligence in Management and related functions (like Planning, Motivation, Supervision, Directing, Staffing, Decision making, Controlling, Internal Check/ Audit etc)

IV. RESEARCH METHODOLOGY

Research is an intellectual work. It is study of nature, behavior and related to finding new things. My research paper is psychological research, it focuses on assessing and analyzing the behavior pattern of young people who resides around highway and hilly areas specially Saharanpur and Roorkee. I used primary data through Google form. I used averaging, percentage, bar diagram and pie charts in interpretation and presentation of data.

V. FINDINGS

For study and assess the psychology of young generation in adopting Artificial Intelligence in management, it is important to study how many young people's think that Artificial Intelligence is essential for management [11]. I got 203 responses in my survey, on the basis of the result shown in Table

Table 1 People's Opinion about AI for Management

People think Artificial Intelligence is essential for Management	No. of responses	Percentage
Yes	189	93.10
No	14	6.90
Total	203	100

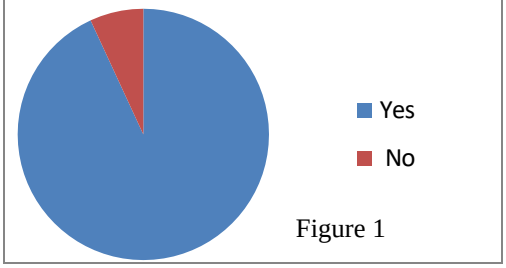

Figure 1

The response of peoples who are think that the Artificial Intelligence is important in their management functions are shown in Table -2

Table 2

Management Function	Yes	No	Percentage (Yes)
Planning	180	23	88.67
Motivation	143	60	70.44
Supervision	176	27	86.70
Directing	161	42	79.31
Staffing	161	42	79.31
Decision Making	162	41	79.80
Coordination	155	48	76.35
Controlling	164	39	80.79
Internal check/ Audit	168	35	82.76

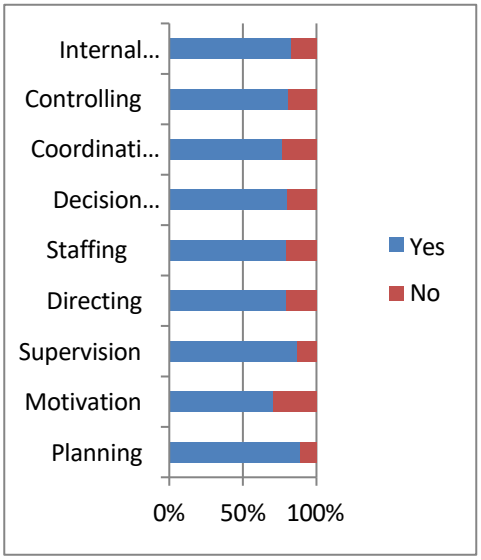

Figure 2

VI. DISCUSSION AND CONCLUSION

According to table No. 1, 93.10 % People think that artificial intelligency is essential for management , similarly 88.67% peoples think AI important in planning, 70.44% think it important in motivation, 86.7% think it essential in supervision, 79.31% think it is important in directing and staffing, 79.80% people think that its importance in decision making, 76.35% encourage it into coordination, 80.79% give importance it into controlling and 82.76% like to implemented it into Internal Audit and internal check. According to study and your finding are people think that artificial intelligence are important aspect of today's business world. People psychology is positive about the adoption of artificial intelligence techniques in management, especially young generation who are future of uttarakhand and India. In my study I assess that majority of young people ready to adopt the artificial intelligence in management. Also they are aware the technology enhancement in modern days.

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